AIM

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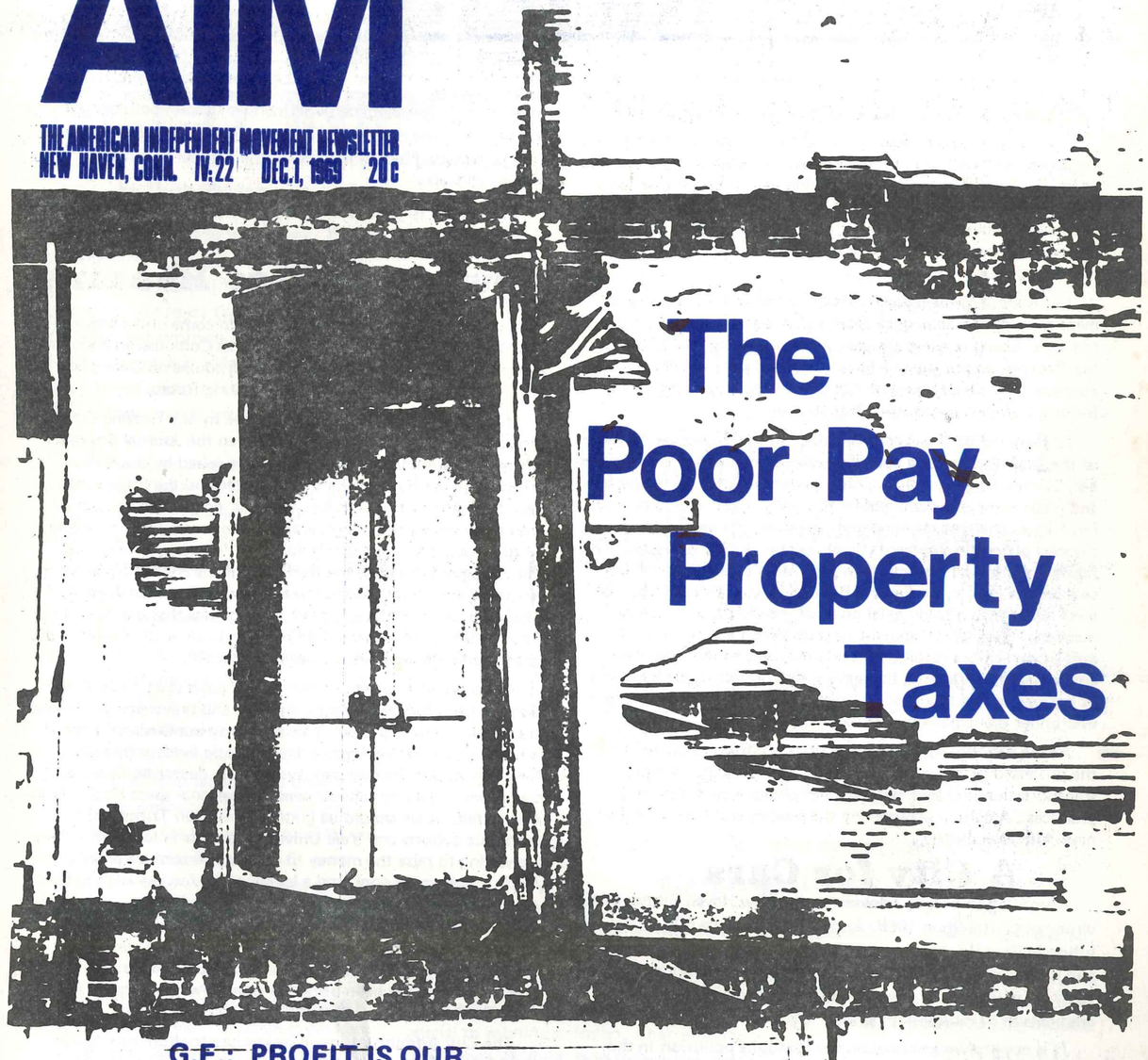


The Poor Pay Property Taxes

G.E.: PROFIT IS OUR MOST IMPORTANT PRODUCT.....2
THE POOR PAY PROPERTY TAXES.....6
FREE OUR SISTERS DEMONSTRATION.....8
MESSAGE FROM WASHINGTON..13
PANTHER TRIAL NEARS.....15

ALSO
News Briefs.....2
Inflation.....6
David Hilliard.....15

news briefs

State St. Garage Again

The Redevelopment Agency has placed the notorious parking garage amendment before the Urban Development Committee of the Board of Aldermen. The hearing took place Wednesday, November 26, despite claims by the City Clerk, Leon Medvedov's and board member William Rees, that the amendment was submitted before approval by the Redevelopment Agency Board and was, therefore, illegal.

The Redevelopment Agency is desparate to ram this amendment through the lame-duck Board of Aldermen, even though this same Board rejected the garage 18 months ago. Apparently the Redevelopment Agency feels that it has even less chance of approval in the new Board of Aldermen, which includes seven Reform Democrats and seven Republicans.

As reported in "Farmer's Almanac" in the November 15 issue of the **AIM Newsletter** a new Redevelopment Agency Board member, Stanley Rogers, a black union leader, objected to the garage and made some criticisms similar to AIM's. Last week, however, Mr. Rogers changed his mind and supported the garage because the new office developments would produce 2000 new jobs. This figure is merely an Agency snow-job. Most of the jobs will be civil-service jobs in the Federal Building or professional and business jobs which already exist and will merely move into new quarters. The Redevelopment Agency stifled Mr. Rogers' dissent by cynically exploiting his commitment to increase black employment. Naturally, the agency also neglected the hundreds of businesses and thousands of jobs which have disappeared forever under the urban renewal juggernaut.

At the hearing, AIM and other private citizens objected to the proposed garage, and raised issues concerning pollution, transportation, housing, parking, and planning priorities and practices. A complete report on the hearing will appear in the next **AIM Newsletter.**

A City for Cars

According to a study released by the New Haven Bureau of Environmental Health in 1968, automobiles produce 60% of the air pollution in New Haven. Cars are the main sources of carbon monoxide and hydrocarbons and a minor source of nitrogen oxides. These gases are poisonous to animals and plants and are the main ingredients of "Los Angeles" smog.

It is not known just how bad automobile pollution in the center of the city because no studies of carbon monoxide or hydrocarbons have been done in the downtown area. However, based on gasoline burned per square mile (New Haven ranks fourth in the nation) it can be assumed that automobile air pollution is a major health and property hazard in New Haven.

The pollution control devices now being used on cars will not solve the automobile air pollution problem. These devices do not control nitrogen oxides or lead, and still give off about 30% of the hydrocarbons and carbon monoxide released by cars without control devices. Tests conducted in California reveal that the present control devices are very difficult to maintain in proper working order and lose effectiveness with age.

If we keep on building and using cars at the predicted rates, total air pollution from cars will increase despite pollution control devices. The decrease in air pollution per car will be more than outweighed by the increase in the number of autos and the volume of traffic.

Ultimately, to control air pollution we will have to limit automobile traffic in the city.

Environment: For Whom?

AIM Environment Committee

Rowing Course Hearing

Another massive city project will soon come under the scrutiny of the people. The New Haven Parks Commission announced a public hearing on the proposed rowing course on December 10 at 8 p.m. in the Hall of Records Hearing Room.

Much controversy has been generated by the Rowing Course proposal since it was announced and even the **Journal Courier** editorial page summarized the questions raised by the liberal critics from the Save-the-Park Committee and the Edgewood Park East Association. These questions include the amount of land to be removed from general use, the accessibility of the facilities, the control and maintenance of the park, the effect on the ecology of the area, the traffic problems created by bridging Route 34 and Derby Avenue over the course and deadending Chapel Street, and the extent of the facilities that the Rowing Foundation promises to build for general use, such as desparately-needed athletic facilities for Lee High School.

Although such questions represent a good start, little attention has been focused on the corporate and university giants who are proposing this scheme. Yale has many hundreds of acres of well-equipped and well-maintained athletic fields and facilities in New Haven, but the city park system is in desparate financial shape, and most city schools need recreational space badly. Melvin Adams tells us we should be grateful that Juan Trippe and his corporate cohorts and Yale University and its fellow institutions are willing to raise the money to build a few acres of playing fields, a swimming pool, and a locker room for Lee High School. All the people of New Haven must give up is 80 acres of parkland. Adams estimates the cost of the community facilities as $2.7 million. Why don't the big businessmen and wealthy institutions behind the rowing course pony up that money with no strings attached? Yale has been using the small rowing course in West River Park for years. Call that $2.7 million back rent.

The City Administration in its anxiety to drum up support for this project has been talking up the community facilities in the Hill neighborhood. Their standard divide-and-conquer tactics have sunk to a new low; a high city official has been implying that the "birdwatchers" of the white, liberal communities surrounding the north end of the park don't want the park to be developed and used by the black residents of the Hill and Dwight neighborhoods to the east of the park.

All interested people should attend the Park Commission's hearing. The Commission needs some basic education; the last project approved was U.I.'s overhead power transmission line in the Quinnipiac Park area—and Fair Haven residents marched on U.I.

For further information call Dave Dickson, AIM Environment Committee, 787-0123.

G.E.: PROFIT IS OUR MOST IMPORTANT PRODUCT

by Ruth Meyerowitz

At G.E.'s Bridgeport plant, 2800 production workers manufacture wire, cables, and small electrical appliances. At least two—thirds of the workers are women. Many are black. Many are young. Many speak spanish. These people bear the brunt of G.E.'s low—wage, anti—union policies.

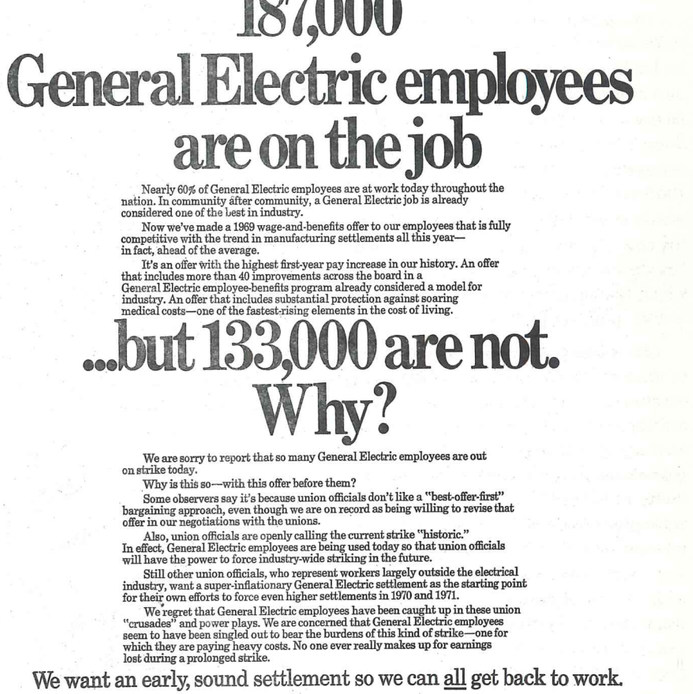
Discriminatory wage structure based on sex is important for G.E. In the plants where more women work, straight—time hourly earnings for both men and women are lower than in other G.E. plants. The difference for men is as great as a dollar an hour, for women as much as 66 cents.

The gap between men's and women's wages has increased since the Second World War because of G.E.'s union—busting policies. In 1945, the difference was about 32½ cents; in 1968 , the gap had widened to more than 80cents an hour. In order to remedy discrimination both by sex and by geography, the United Electrical Workers Union is demanding that G.E. grant women the same minimum wages as men, and that it pay equal wages in both North and South.

Unions in Bridgeport

Two of the 13 unions in the coalition against G.E. represent Bridgeport workers (See AIM Newsletter, Nov. I5, I969 for a description of G.E.'s labor policies and the union coalition). The I.U.E. (International Union of Electrical Workers) represents a majority of the production workers. The U.E. (United Electrical Workers) represents the workers in the power house. But G.E.'s 'open shop' politics leave many workers outside the bargaining unit.

Although these workers get the same wages, pensions, vacations, and medical benefits won by union members, they share no responsibility to strike for these gains.


187,000
General Electric employees are on the job
Nearly 60% of General Electric employees are at work today throughout the nation. In community after community, a General Electric job is already considered one of the best in industry.
Now we've made a 1969 wage-and-benefits offer to our employees that is fully competitive with the trend in manufacturing settlements all this year—in fact, ahead of the average.
It's an offer with the highest first-year pay increase in our history. An offer that includes more than 40 improvements across the board in a General Electric employee-benefits program already considered a model for industry. An offer that includes substantial protection against soaring medical costs—one of the fastest-rising elements in the cost of living.
...but 133,000 are not.
Why?
We are sorry to report that so many General Electric employees are out on strike today.
Why is this so—with this offer before them?
Some observers say it's because union officials don't like a "best-offer-first" bargaining approach, even though we are on record as being willing to revise that offer in our negotiations with the unions.
Also, union officials are openly calling the current strike "historic." In effect, General Electric employees are being used today so that union officials will have the power to force industry-wide striking in the future.
Still other union officials, who represent workers largely outside the electrical industry, want a super-inflationary General Electric settlement as the starting point for their own efforts to force even higher settlements in 1970 and 1971.
We regret that General Electric employees have been caught up in these union "crusades" and power plays. We are concerned that General Electric employees seem to have been singled out to bear the burdens of this kind of strike—one for which they are paying heavy costs. No one ever really makes up for earnings lost during a prolonged strike.
We want an early, sound settlement so we can all get back to work.
GENERAL ELECTRIC

Part of G.E.'s propaganda barrage against organized labor. Expensive full-page ad from the *New York Times,* Nov. 14, 1969.

During a strike, these non—union people, along with disaffected unionists, can become crucial to winning or losing. That situation is especially likely if, as in Bridgeport, the plant is not shut down. With people continually crossing the picket lines, it gets easier for strikers to get demoralized. In a place like Bridgeport, where G.E.'s discriminatory wage policies keep pay low, where people are afraid that they can't afford to strike, and where there is little visible community support, demoralization is possible. But most important, racism has been exploited by both the company and the I.U.E. to keep black and Spanish—speaking workers out of the union and to keep them under—represented when they do get in. Under such circumstances, a back—to—work movement is not impossible as Christmas approaches.

There has been little picket line militancy in Bridgeport. Although strikers hoot as scabs and office workers, cars continue to cross the picket line. Workers picket at least eight hours a week, and many give as much as 20 or 30 hours, but mass picketing has not developed. The union has not asked for community support either. The I.U.E. prefers to keep this a gentlemanly dispute between the union and the company. The only outside assistance comes from funds raised by other unions and channeled through the I.U.E. national office.

... UNION BUSTERS, INC.

Labor Support

The labor movement views the G.E. strike as the first step in a new offensive by big business against working people. Just a few days before the strike, President Nixon announced is anti–inflation guidelines, a fancy name for a policy to keep wages down. With the administration rooting for G.E., a victory for the company would mean that working people all over the country would have to pay even more heavily for the war and for the inflation which the big corporations have created in their push for profits.

Labor also sees the G.E. strike as a test of the new coordinated bargaining strategy developed by unions since 1966. The unions are hoping this plan will give them more leverage against the growing number of conglomerates and the resulting greater flexibility of big capital. Also at stake is the widespread use of take–it–or–leave–it ultimatums by big business which have come to replace collective bargaining throughout large sectors of industry. Applications of this policy of 'Boulwarism' are especially common among giant corporations like Olin, A.T. & T., and Litton Industries.

Fundraising campaigns were especially intensive during the week of November 17-21. Leadership rallies in 23 major cities launched an AFL–CIO drive for $1 per striker. Walter Ruether proposed a committee to raise a $50 million strike fund from all sections of labor to assure victory. And a special convention of the I.U.E. on November 21 voted to begin voluntary collections from its 200,000 non–striking members of at least one hour's pay each week. These collections would add $750,000 a week to the I.U.E. strike fund.

Boycott Called

The labor movement is also putting economic pressure on the company. On Monday, November 24, the AFL–CIO executive council announced a nationwide boycott against G.E. products. The unions hope that the boycott coming before the Christmas rush, will push G.E. to settle more quickly. Adding to the pressure was a decision by a coalition of unions *not* to strike Westinghouse, G.E.'s major competitor, when the contract there expired November 11.

G.E. is clearly worried. An expensive full–page ad in the *New York Times* (there have been six to date) claimed that the boycott would not end the strike sooner. Admitting that G.E. would suffer, the ad tried to argue that employees and communities would suffer more through lost jobs and less business to suppliers, distributors, and dealers. The ad did not mention that the community suffers all the time through G.E.'s low wage and pension policies which force many working and retired employees onto welfare– which in turn takes funds away from necessities like schools, hospitals, and public transportation at the same time that it raises taxes.

Community Support

G.E. is clearly bidding for community support. Its full–page newspapers ads and television propaganda throughout the country are attempts to organize public opinion against the unions. This is one of the company's motives in sponsoring the 'anti–inflation' ad on T.V. carried by Channel 4. This ad has a picture of a pig puppet which looks into the face of a matron who could be Jewish, Italian, or Irish. Behind the woman is an inflation graph going up and up. The slogan: 'Inflation is caused by piggy people. Don't be piggy.' The ad overlooks G.E.'s second–quarter profits, up 11.2%, and how they fed inflation. Nor does it mention that G.E. has already announced price increases on a range of appliances after the strike. The bosses at G.E. are the real pigs, not the American people.

Community support is not only important in the fight for public opinion, but also for its moral and financial value. It can encourage strikers to stay out longer as well as provide financial assistance through postponed bills and free services. Community support can become especially important in cities like Bridgeport where G.E. is actively trying to keep the plant running. A G.E. employment ad runs in the local papers. Approximately 400 people, both union and non–union, are working. About half of these are black and Spanish–speaking; many are older people.

Vocal support from churches and community groups as well as greater union militancy might be able to head off the danger of a back–to–work movement. Although community support will help, in the end the ability to wage a successful strike will depend on the strength and solidarity of the local union members themselves. If internal divisions increase, even a good settlement can turn into paper victory.

Where U.E. is the major union on strike, as opposed to I.U.E., a different set of picket line tactics are used and community support is actively encouraged. The U.E. has attempted to shut plants down. In some cities like Schenectady, N.Y., there have been arrests and injunction limiting the number of pickets. In others, like Chicago, the company has closed down the plant completely. Leaflets on the strike were distributed to high school students and in shopping centers.

Student Support

Boston provides a good example of the diverse ways in which non–workers can put pressure on the company and publicize the strike. Most of these support efforts have been organized by the Massachusetts Workers' Center and the Women's Labor Committee.

Students also protested G.E.'s exploitation of the workers in its plants. The Women's Labor Committee attacked the company for paying women lower wages and supported workers' demands that skilled women be paid at least the rate of skilled men. At Lynn students leafletted trains carrying salaried employees to the plant, while non–union pickets on the tracks delayed two trains. This support is continuing in the form of a strike support newspaper and picket lines at ware houses which ship G.E. goods.

These and other forms of support would be available to Bridgeport G.E. strikers for the asking.

All of us, however, can boycott G.E. and its subsidiaries like Hotpoint. The U.E. has begun a nationwide appeal for funds. Send contribuitons to :

U.E. General Electric Strike Fund
11 E. 51 Street
New York, New York.

SUPPORT THE G.E. STRIKERS

BOYCOTT ALL G.E. PRODUCTS DURING THE STRIKE!

" BY BEING UNEMPLOYED WE ARE SAVING OURSELVES FROM A RUINOUS INFLATION "

Super Inflation

This is a major issue in the strike against General Electric.

Inflation has been eating away at everyone's paycheck for years.
No one has escaped.
The General Electric wage-and-benefits offer now on the table is, frankly, inflationary. It includes the highest first-year pay increase in our history. We felt that fairness to our employees required an increase of this size, competitive with wage increases in manufacturing in 1969.

What is Super-Inflation?

Super-inflation, to us, is inflation which–in itself–builds in the certainty of more and more inflation in the future.
This can happen when employees and employers are locked into long-term contracts that call for heavy wage increases which generate and feed an ever-increasing rate of inflation–with no regard to the economic facts of life in the years ahead.
General Electric believes this is the path of super-inflation. In our offer, we are saying that the amount of future increases should fairly reflect economic conditions at the time.

What can Super-Inflation bring?

What might result if we followed a super-inflationary path?
It could set off a whole new wave of inflationary settlements in other industries. Union officials who represent workers largely outside General Electric are openly calling the current strike "historic." In effect, they want to use this settlement as a springboard to force even higher settlements in other industries.
If industry is continually forced to meet wage demands that are out of line with long-term gains in productivity and without regard to developments in the economy, our products will be put in an unfavorable competitive position... so unfavorable that foreign competition can steal sales.
Lost sales can mean only one thing. Lost jobs.
What else can super-inflation cause? The loss of any chance we have as a nation to regain any semblance of price stability. The loss of any chance to stop the steady chopping away at the value of the consumer's dollar.

With super-inflation, the ultimate loser is the consumer. And everyone is a consumer.

We want an early, sound settlement so we can all go back to work.

GENERAL ELECTRIC

Super-profits like G.E.'s are the real cause of super-inflation. With super-inflation, the ultimate loser is the consumer. And everyone is a consumer.

Money Talks

THE RICH GET RICHER

THE POOR PAY PROPERTY TAXES

by John Mendeloff

In Washington, debate rages about capital gains and oil depletion loopholes. In Hartford, people argue the merits of the sales tax revenues versus the income tax. But in New Haven, as in most other cities, nobody challenges the property tax. People grumble, of course, as rates go up, but the property tax is still the basis of our local tax system.

Property taxes will raise 70% of this year's $53 million New Haven budget. Grants from the state provide another 15% or $8 million.

What kind of property gets taxed? Taxable property includes houses, commercial and industrial buildings, and all of the land these buildings stand on as well as vacant land. Taxable personal property includes cars, machinery, business furniture, merchandising and manufacturers' inventories, cables, pipes, boats, etc.

Each town in Connecticut can pick the rate at which it will assess its property. New Haven, for its tax purposes, assesses property at 60% of its 'fair market value'. It doesn't really matter what percentage is chosen; it is important (and required by state law) that all the city's different properties be assessed at the same percentage. In cities in other states, unequal assessments are a big problem— for example, an office building may be assessed at 70% of its market value while a single family home is assessed at 35%. New Haven does not have that problem.

The Mayor and His Friends

The assessor determines the market value' in one of three ways. For recently sold property, the assessor simply uses the sale price. Otherwise, he can take either the original price of the property and deduct its depreciation allowance, or he can figure the amount it would cost to replace the property.

Once the assessor has his list of property and the assessment ratio , he compiles the 'grand list', the total assessed value of property in New Haven. This year the total is $604 million. Then, when the mayor (with a little help from his friends on the Board of Aldermen) decides how much money he needs to raise for the budget, he sets the tax rate for that amount. This year the tax rate is 62.25 mills per dollar or $62.25 per $1000 of assessed value. Last year the rate was 59.50 mills.

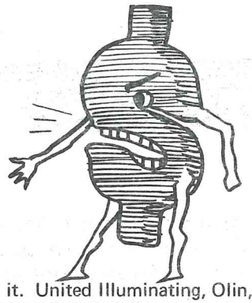
This section of the 1966 Grand List gives an idea of what kinds of property provided the most money:

dwellings	$152 million
lots	108
commercial buildings	142
factories	29
acres of land	6
machinery	39
cars	37
bus. furniture	14
merchant inventories	26
manufacturing "	14
cables, pipes, etc.	14

(figures refer to assessed value). The Grand List in 1966 totaled $595 million, which shows that Redevelopment hasn't increased the tax rolls very much lately. In fact, the city's real property(buildings, land etc.) has actually declined in value.

Where have all the buildings gone?

Most of the city's largest taxpayers are the big corporations which more or less



own it. United Illuminating, Olin, SNETCO all have assessments of over $18 million and tax bills over $1 million. The figure for SNETCO includes only its buildings and land because a state law exempts its other property from local taxes.

New Haven has much more tax—exempt property than any other city in the state. In 1962, property assessed at $238 million was not on the tax roles. Yale held one-third of that sum, $79 million. Public property totaled over $50 million. Hospitals, religious property, and other supposedly non—profit institutions made up the balance.

Squeezing the Poor

What's wrong with the property tax? Its biggest fault is that it is regressive. Poorer people pay a bigger percentage of their incomes for property taxes than do the wealthier. The table below shows the percentage of family income that different income groups paid for property taxes in 1958:

Families ' income	tax percent
$2000 and less	6.8%
$2–4000	5.1%
$4–6000	4.6%
$6–8000	4.1%
$8–10,000	3.8%
$10–15,000	3.0%
$15,000+	2.1%

Why is the tax so hard on lower income people? One big reason is that they are forced to spend a larger percentage of their income on housing than rich people do. Landlords pass on their property taxes to their tenants in rent increases. Businesses pass on their taxes to their customers in higher prices. Another reason the poor pay more is that general assessments are made only every ten years. When poor people first move into a neighborhood, the property values often decline. But, since the property is not reassessed for several years and depreciation of property is not figured in, their property is overassessed.

In neighborhoods with rising values, the property is underassessed. The next general reassessment in New Haven will be in 1974.

If the property tax is bad, why hasn't it been changed or replaced? The first reason is that most local politicians are less concerned with how just a tax is than with how much revenue it will raise. The property tax has been around for a long time; people are used to it. It is often easier to increase an old tax than it is to enact a new one or a more just one.

Redistributing the Wealth

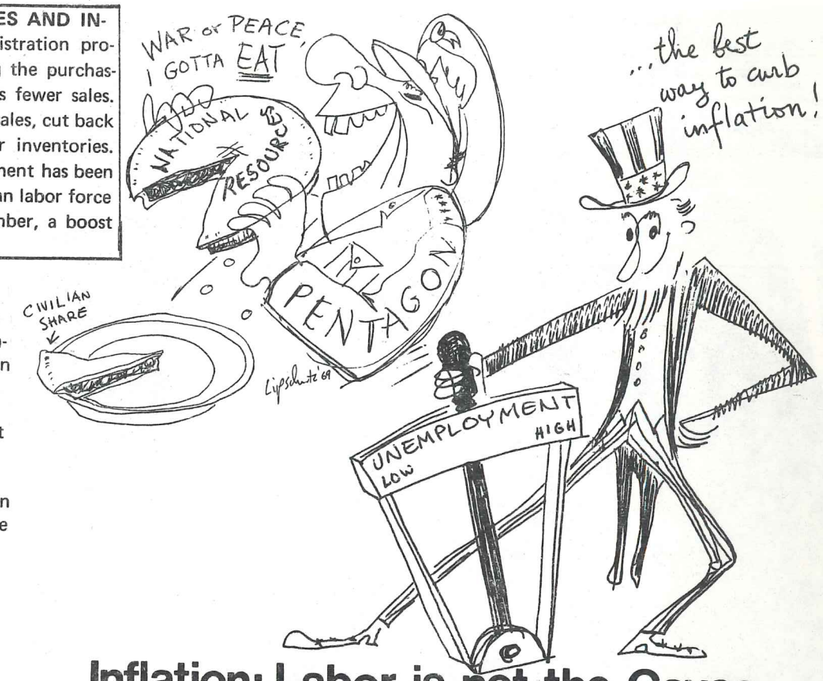
It is not easy to find a good revenue substitute. . People and jobs are more mobile than houses and land. A city sales tax, along with other faults, would drive shoppers into suburban stores. An income tax on people who work in the city might lead companies to move out of the city. In general, the dilemma is this: any major move by a locality to redistribute income will hurt the city badly; a redistribution which wouldn't hurt would give very little aid to lower income people.

A major redistribution of income can only be carried out on a national scale. On a state and local level, we could give federal tax credits for all state and local taxes according to sliding scale based on income— 100% credit for incomes below $4000, 80% below $6000, etc.

That plan would require a huge fight against the rich and their corporations, but it would still allow corporations to play one locality against another. Perhaps the only solution is for all taxes we need to be levied nationally.

In the meantime, some of the local tax fights are still worth fighting. If Yale were taxed, the city could net several million dollars. By demanding taxation of Yale, we could challenge Yale's power in the city. Here, however, the state laws determine what can be taxed. Any tax fight will be extremely difficult for working people to win.

THROUGH HIGHER PRICES, TAXES AND INTEREST RATES, the Nixon administration proposes to curb inflation by restricting the purchasing power of the people. This means fewer sales. Consequently producers, adjusting to sales, cut back production rather than increase their inventories. Lay-offs have resulted and unemployment has been inching upward from 3.3% of the civilian labor force in February 1969 to 4.0% in September, a boost of 567,000.



Inflation: Labor is not the Cause

Economists tell us that inflation is caused by "too many dollars chasing too few products."

Does this mean that workers are getting more than they are producing, as the mass media so often imply? The fact of the matter is that it is not true. Labor is not the culprit. Production has accelerated at a much higher rate (reflected in higher corporation profits) than have wages. In every major industry more is being produced at a faster pace with fewer people than ever before.

Ye t the fact remains that there are more dollars in circulation today than there are products. The explanation for this is simply more people are working and drawing a paycheck, but not all of them are producing useful products. Some people make refrigerators, or washing machines, or TV sets or even hoola hoops, all of which are useful. They produce these products and receive a paycheck big enough to be able to buy at least some of these products, and prices remain relatively stable.

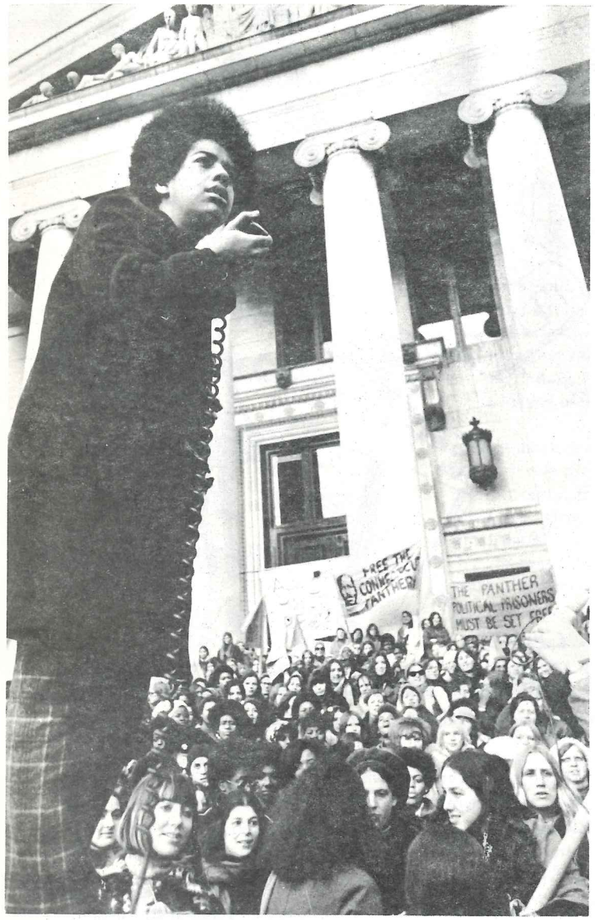
But what happens when we take our military budget or $76.7 billion and add it into the economy? Now we have some people who make bombers, or M-16 rifles, or tanks or napalm, all of which are not useful. They produce the products and receive a paycheck, but here's the rub; they can't buy these military products. So what do we have? Millions of people with paychecks, vying with each other to buy the limited supply of useful products. With too many dollars now chasing too few products, the manufacturers actually name their own price. Result: Prices spiral upwards.

It is the war and the defense spending that are the real causes of inflation. Yet our politicians in Washington, who know this, attack not the war and the defense spending, but the American people. To extract some of our "excess" dollars they saddle us with a 10% surtax, adding still another hardship on the American people.

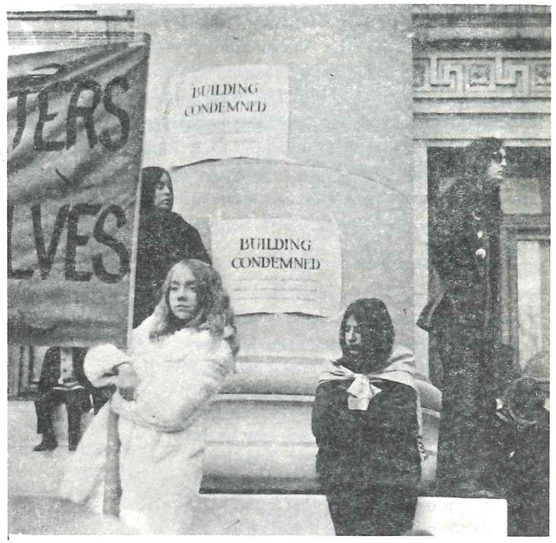
And also, since too many dollars stimulate home construction, bankers have increased interest rates to "cool down the overheated" economy with the result that much needed housing is stopped, helping the country rapidly to do down the drain.

All these devious efforts to slow down inflation, at the expense of the American people, are not only totally futile, but are cruel, unjust and a complete disregard for the people.

Mike Holodnak, Milford



Beth Mitchell, of the Black Panther Party, demands the release of Panther women

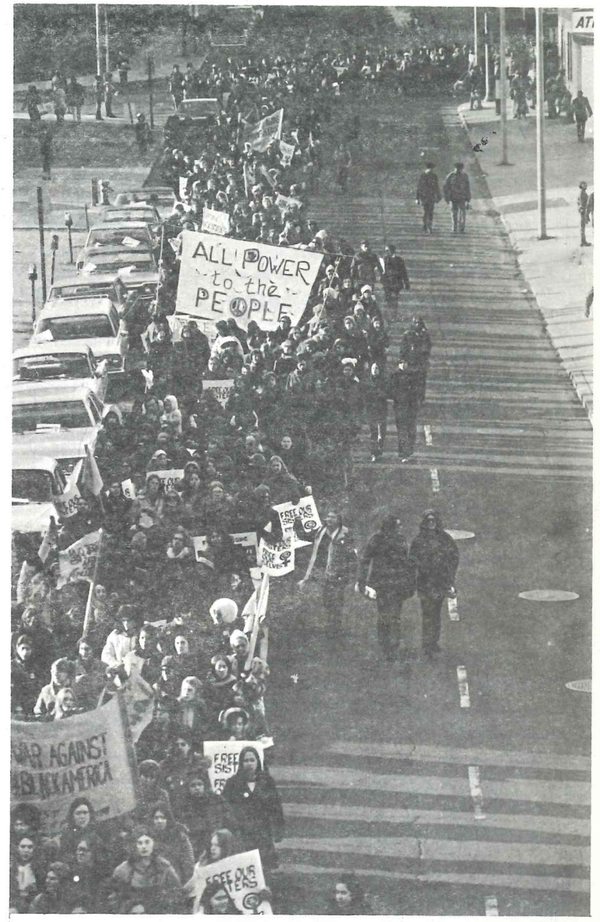


The State Court House is "condemned" as an oppressive institution while black women take over the white, male symbol of "justice."

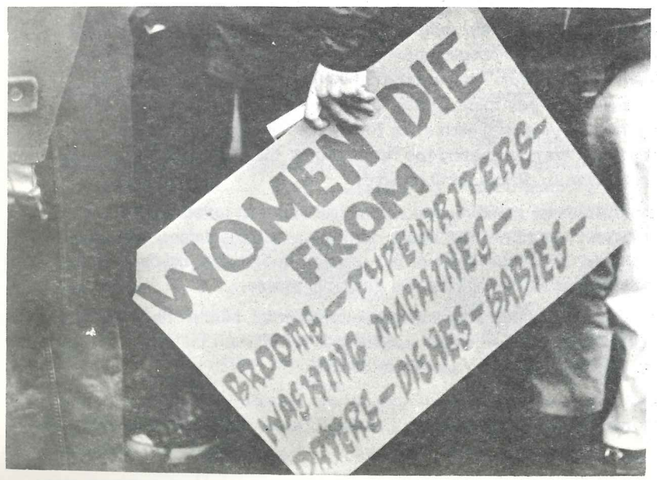
For news of the Panther trial, see p. 15.

Women Rally: Free Our Sisters!

November 22. 2500 people, mainly women, marched to protest the brutal treatment of the Black Panther women in Niantic State Jail



The march coming down George St. on its way to the Court House.



Olin Strike Settled... Or Is It?

by Matt Borenstein

The 17 week-long Olin strike is settled. Or is it? Many Olin strikers returning to work are confused as to what they have won. There is even more confusion in New Haven communities.

An analysis of the strike settlement in the **New Haven Register** on November 16 by Walter Dudar (Business Editor) stated that it would take the "average" Olin worker the length of the new contract to regain the "average" loss of wages during the strike. Dudar gives a distorted view of the strike settlement. In his calculations he does not include strike benefits, vacation pay, and part-time jobs. His greatest distortion was a neglect of the other important issues in the strike: the incentive system, protection against speedup, job classifications, pensions and medical payments (see Contract Settlement for details).

In the coverage of the strike by the big business media, there was no mention of the tactics the multi-billion dollar Olin Corporation used against a 3000 member union local. Until the last few days of the strike, Olin was seldom represented at the bargaining table by anyone with decision-making power. The union representatives made many proposals, but the flunkies running the New Haven plant did not respond until the word came down from the company's New York headquarters to settle the strike. Despite a prolonged strike, it is difficult to exert much pressure against a large corporation like Olin which has many factories. Past issues of the **AIM Newsletter** and the **Olin Strike News** have reported on other anti-union tactics used by Olin in the strike. The company tried to confuse people with newspaper and radio stories detailing their first offer. Olin also withheld vacation pay from all strikers in violation of the old contract.

Economic Demands vs. Rights on the Job

Olin and big corporations like it, can get their way at the bargaining table by pitting straight economic demands against demands for reasonable working condition and job security. The major economic issues in this strike were wages, pensions and medical payments. The major job security issue was Olin's power to change labor grades and production quotas arbitrarily. Each job in the factory is classified by labor grades from one to ten with the highest pay for grade 1. Olin's original offer would have allowed the company arbitrarily to lower the classification of any job. This would automatically cut the pay for hundreds of workers for the three years of the contract. The offer did nothing to prevent the company from demanding speedup—more work for the same pay.

Because the union had to demand protection for its members against speedup and arbitrary job reclassifications, it had to bargain away some of its economic demands. In the final contract, the economic demands lost were a cost-of-living wage increase, gains in pension payments, and additional medical payments. The wages won are protected for the life of the contract and cannot be lowered by arbitrary company actions. This is an important precedent for future contracts. In the long run, the power of the union is more important than short-term economic gains.

Incentive Workers Doubtful of Gains

The conditions of the new contract affecting the 1253 incentive workers are controversial. Under the old contract, a job was timed to determine how much should be produced in 60 minutes. Payment for production work up to this 60-minute standard was on a day rate based on the labor grade. For example, a worker in labor grade 5 would get $3.02 per hour for an eight-hour day. However, if he could produce "90 minutes" or one and a half as much work as the standard during the course of the workday, he would get $3.02 + $1.51/hour or $4.53/hour. For most incentive workers, the abolition of the incentive system threatened a loss of pay.

The new contract ends the incentive system. Each worker formally on the incentive system will earn more than his average for the last year of the old contract. The wage increase depends on how far above the day rate he or she was earning. The highest paid incentive worker in the plant who earned $7.82/hour will only get a 5cent/hour increase per year under the new contract. The lower the average incentive pay, the higher the increase up to 7.5% of the original pay. Therefore, according to the new contract, the yearly pay should go up for every incentive worker.

However, many of the former incentive workers have cause to be dissatisfied with these terms. If in January 1969, a worker was upgraded from labor grade 5 to labor grade 4 and could still produce "90 minutes" or 1½ times the standard rate on the new job, the wages would have increased from $4.53/hour to $4.80/hour. But now the basis for his pay is the average of the two, or $4.66/hour. The gains made by getting a better-paying job for the last six months of the old contact are now wiped out. If a worker wants to change his job in the plant under the new contract, he no longer gets the average of his last year's pay, and he goes on the regular wage scale (see wage schedule in the Contract Settlement). Therefore, if the worker in labor grade 4 now wanted to bid on a job in labor grade 3, he would get only $3.63/hour, which is more than $1 less per hour than his average, even though he would supposedly be moving into a better job. In this way, workers are forced to stay on the same job for all three years of the contract, or else to take a cut in pay.

Although the incentive system has been abolished, workers going back on the job are being told by the foremen that they have to produce as much as they did before. They are being told that, since they are being paid their "average" of last year, they must produce that average. The new contract is supposed to offer protection against such rotten practices by the management. But the workers have not seen a copy of the contract yet, all are not aware of their rights. Intimidation on the job may continue until workers start to back each other up in confrontations with the foremen. Also now that there is no more incentive system, workers are closely watched by supervisors. An extra pause or a hello to a brother worker on the way to the bathroom causes a worker to be hassled.

In general, the new contract has resulted in an equalization of wages in the plant. The lowest two labor grades (11 and 12) were removed. This removal gave the 527 lowest-paid workers the greatest increase in pay. The highest paid incentive workers got the smallest increase. Several hundred workers in the ammunition department have been laid off, and the labor grade changes have the greatest effect there.

Some of the details of the contract may seem techinical and dull--better left to union officials and company lawyers to work out. But the contract, at least in our present bad economic system, is the workers' only protection against owners who can arbitrarily increase the level of exploitation at any time. The above description of the Olin contract shows the constant "squeeze" by the large corporations on their workers---the people who really produce all the wealth. Only after bitter struggles, such as strikes, are even minimal rights secured for the working people.

What use is it to have elections when most of the real decisions—decisions about conditions of work, what is produced, how much people are paid for their work---are not up for vote? Strikes such as the one at Olin are part of the battle against the power of large corporations---but only a small part.

Contract Settlement between IAM Victory Lodge 609 and the Olin Corp.

MAJOR FEATURES

1. Wages

Across the board increases for *non-incentive* workers
7.5% the first year
6.0% the second year
7.0% the third year

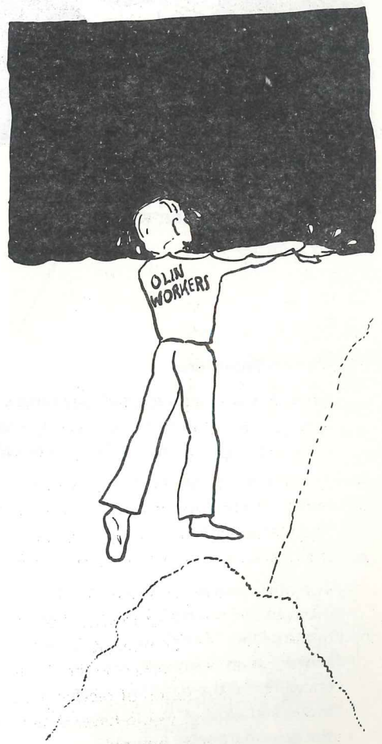
Examples:

Labor Grade	Old Contract	Wages per Hour 1969	1970	1971
1	$3.64	$3.91	$4.14	$4.43
5	$3.02	$3.25	$3.45	$3.69
10	$2.44	$2.63	$2.79	$2.99

A *shift premium* is an additional hourly bonus for work on second and third shifts.

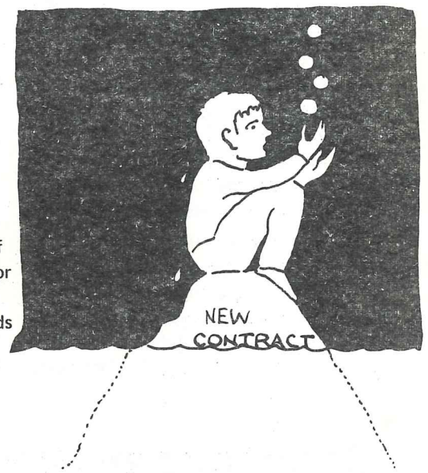
second shift	12¢ per hour — old contract	20¢ per hour — new contract
third shift	16¢ per hour — old contract	25¢ per hour — new contract

The 1 253 *incentive workers* will get their average hourly rate of the last year of the old contract (July 1968 to July 1969) plus a minimum increase of 5¢ per hour for each year of the new contract. The maximum increase that an incentive worker can receive is that of the non-incentive worker. For example, an incentive worker in labor grade 6 who earned an average of $4.70 per hour ($2.91 per hour base rate plus $1.79 per hour average incentive pay) during the last year at the old contract would earn a minimum of $4.75 in 1969, $4.80 in 1970 and $4.85 in 1971. An incentive worker who received only the base rate of $2.91 per hour in the last year of the old contract would receive $3.13 in 1969 (a 7% increase), $3.32 in 1970 and $3.55 in 1971. (See article for explanation of incentive system)



2. Labor Grades

Under the old contract there were 12 labor grades, labor grade 1 getting the highest pay and 12 the lowest. There were about 530 workers in labor grades 11 and 12. Under the new contract there are ten labor grades (11 and 12 are abolished). A worker who was in labor grade 12 would go from $2.22 per hour to $2.63 per hour and someone who was in labor grade 11 would go from $2.33 per hour to $2.63 per hour as a minimum increase for the first year of the contract.

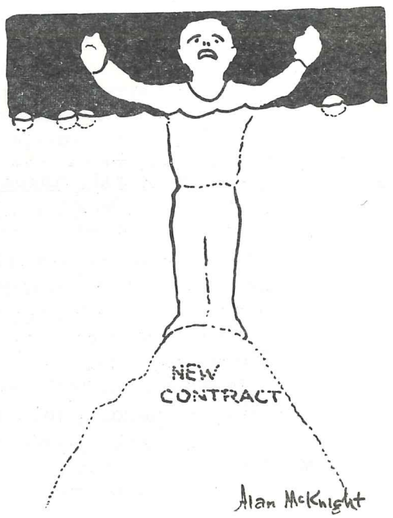


3. Pensions

Under the old contract the pension payments for retiring workers were a minimum of $3.50 per month for each year of service after the age of 30. The union was asking for $6.00. They got $4.50 per month for each year of work after 1956 and the same $3.50 per month for work before 1956. Only work after the age of 30 counts towards the pension, as in the old contract. Workers retiring this year can get a maximum of $13 increase in pension payments.

4. Productivity and Protection of Wages

This section was considered by the union to be one of the most important issues in the negotiations. Under the new contract, any new jobs or changes in jobs will be given to the union for consideration. Negotiations for settlement can run up to ten days for such items as speedup, incentive, bonus and change in job classification. After the ten days of negotiations, if no settlement is reached, the issue must be submitted to binding arbitration. Any loss of pay that may result will be paid retroactively. The New Haven plant is the only plant in Olin's Winchester-Western division with such a provision in the contract. No changes can be made in the new contract unless ratified by the membership of the union.

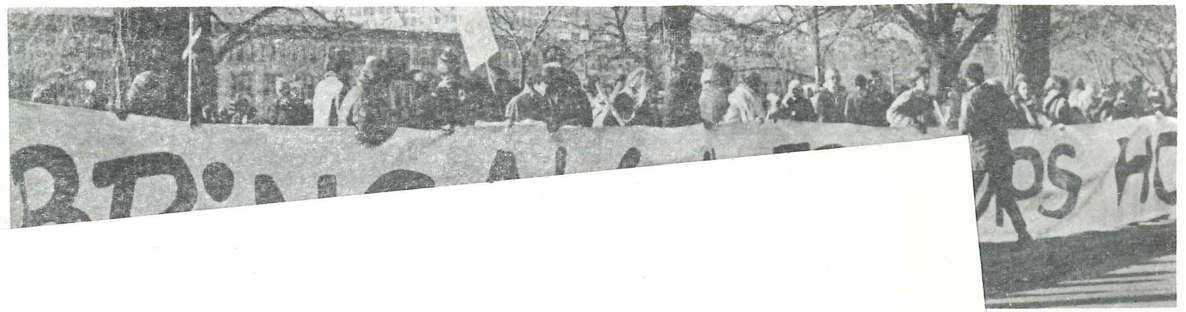


5. Medical Provisions

Under the old contract, sick pay ranged from $50 to $60 per week depending on the labor grade. In the new contract, it ranges from $55 to $75 per week. This still discriminates against lower-paid workers who become ill.

The union wanted the "century plan" for medical insurance which would pay the full cost of medical care based on what the doctor actually charges. The union offered to "buy" the plan itself, but the company refused, claiming that it would have to make the plan company-wide in Connecticut.

The new contract, however, provides for full payment of maternity costs and a slight increase in Connecticut Medical Service coverage from the Preferred Plan to the Community Plan. The Community Health Care Plan, Inc., is planning a community health center which is supported by the Central Labor Council. When this is built, the workers will have the option of receiving medical care there. This second option may cost more, and workers would have to pay the difference. As in the case of the pensions, the gains here were minimal.



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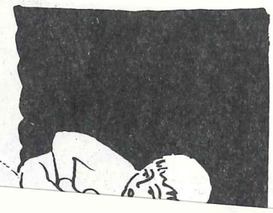

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Alan McKnight

NOV. 15 IS A MOVEMENT, NOT A DAY

FROM: The Fall Offensive Committee To End The War In Vietnam

TO: Those Who Participated In The November 15 March On Washington and All Others Who Oppose The War

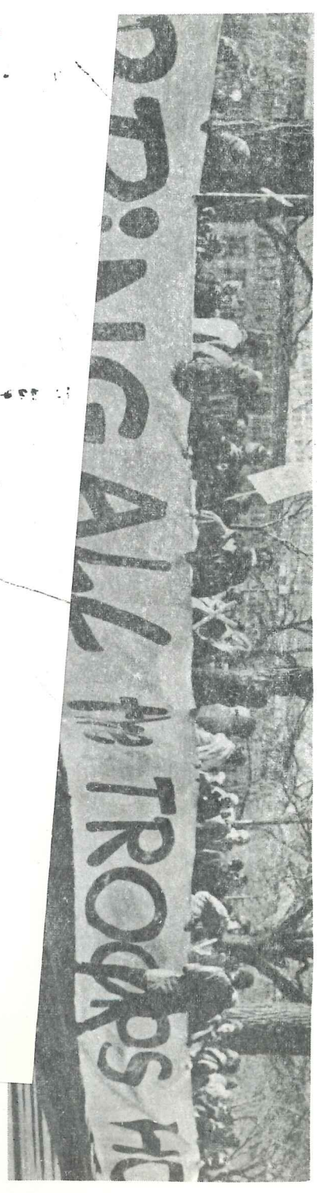
A unanimous feeling exists among the November 15 demonstrators that the March On Washington was a crucial event for the movement against the war in Vietnam. The demonstration exposed the Nixon lie of the silent majority. The March proved that we are the "vocal majority" who are willing to engage in that form of struggle that is capable of ending the Vietnam war. We have seen the efectiveness of mobilizing large groups of people around an activity like a demonstration. Such a protest gives us a sense of unity in our common struggle. Our accomplishment can be measured by the large number of people throughout the world impressed by our numbers and our strength. Furthermore, we now know that a million people protesting in Washington is more important than five million letters to the President. The former is an action that moves people together for everyone to see in a way that is capable of expressing their anger. The latter only reaches a few men and in no way measures the degree of our comittment.

In the process of struggling to end the Vietnam AWar, we have begun to raise questions which need to be asked by everyone. First, is the Vietnam War a mere mistake made by a few of our national leaders? Or is it consistent with the goals of American foreign policy? For whose benifit is foreign policy constructed and carried our? If this foreign policy continued, will there be other Vietnams in the future? What is the connection between the enormous defense budget, only a part of which goes to Vietnam, and our critical domestic problems?

In the next month, we will discuss these questions among ourselves during our meetings, fulfilling the task of self-education. Then we will go to people in the city, meeting on an individual and group level to discuss these issues. The first such meeting will take place in the form of a public meeting, on December 14, at 3:00 P M. at a place to be specified. Everyone will be encouraged to express opinions and raise questions. The following month, we will talk to people in their homes, returning to each family several times.

We have already begun to communicate to large numbers of students at high schools and local colleges. This work will continue. We have also begun to talk to former GIs and relatives of GIs. Working with GIs could have tremendous impact. Their united opposition to the war would bring it to an immediate halt. But GIs have exerted upon them the greatest pressures against self-expression. We will also begin to make contacts in the black communities of New Haven. We certainly failed to bring any significant number of black people to Washington. This failure was based on our inability and that of the National Mobilization to address ourselves to specific problems of black people. Also we will begin to make contacts with working people, especially those in the defense industry. In this context, we have to raise the issue of industrial conversion to peacetime work as a viable alternative to the present military orientation of the economy. We realize that workers will be adversly effected by military cutbacks unless we demand and succeed in fighting for ample workers' protection.

For all those who went to Washington, and all others who realize the critical nature of this struggle, we need you to work with us. Only with large numbers of dedicated people can any achievments be made. The Fall Offensive Committee meets weekly in the Unitarian Church, 608 Whitney Ave. Come and bring all the interested people you know. Call 787-0123 for the date of future meetings.



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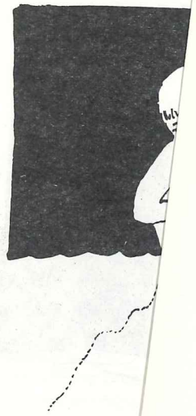

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Message From Washington

by Nina Adams

We were not silent. We were not a minority. Sixteen busloads and hundreds of cars came from New Haven, about 800,000 people from the East Coast. The Mall, the Washington Monument, Garfunkle's Department Store and the Smithsonian Institute were carpeted with people. Downtown Washington belonged to us. No violence would have proved it more emphatically. This sense of strength and power will last long after November, 1969.

That huge crowd was angry with the U.S. government and sympathetic toward the Vietnamese people. Underlying the gaiety and peace of the gathering was a constant tension---Don't Ignore Us. We Will Not Accept Business -As-Usual tomorrow. Many had never marched before. Most were under 35. In Washington, amidst red flags and peace symbols there was hope for masses of people joining together to demand an end to all imperialist wars.

The major importance of November 15 is this feeling of power and solidarity. From the very first, we are taught to think and act as individuals. When we learn that our anger is shared by millions of people and that together we have the power to realize our dreams, we will be on our way to change. Several events leading up to November 15 can help us understand some of the things which stand in the way of solidarity.

Nixon's Nonsense

On November 3, President Nixon had several options as he spoke to the public on television. He could have made some "concession" to the peace forces and tried to buy off the anti-war movement. President Johnson did this very well. in 1968 when he announced his "peacetalks." Nixon could also have jumped on the bandwagon and visciously attacked the November 15th Mobilization to end the war in Vietnam as communist-infiltrated, warning mothers of the danger to their children in Washington.

Instead, the President clearly stated that the war would continue. He threatened more bombing in case of any increase in American casualties or the North Vietnamese infiltration. Nixon hoped to gain support of the American people. Few people were fooled. He angered many and moved them to protest. His speech backfired. The war continues and we should expect more hardline speeches.

At the same time, much more subtle attempts to destroy the protest were made by the government. There was haggling before the permits were issued. Fears of violence were played up by the Justice Department. The Walker report on the Chicago Democratic Convention of 1968 had made it clear that the dispute over a parade permit had been a major factor in creating an atmosphere for violence there. The Mobilization clearly did not want violence again. The 28,000 riot troops and the government press conferences showed that the government was expecting (hoping for?) violence. Bus companies were harassed. In some cases, the government just asked the companies what groups and people were using the buses. In other cases, the government tried to scare bus drivers out of going to Washington.

Spiro Agnew made the government's clearest attacks. He tried to divide the country on the issue of protest aganist the war. His remarks about "bad apples" which should be "removed" were trial balloons for the possible repression of the anti-war movement. These attacks did not destroy the Mobilization. People are not as frightened by "red" scares now as in the 1950's. People often tend to see through the government's maneuvers and get angry instead of scared. But, the repressive atmosphere did affect the fall's antiwar activities.

Moratorium Maneuverings

The October 15 Moratorium was large and exciting. The broad participation in these demonstrations made protest respectable. Although mostly students and people from middle class and intellectual backgrounds took part in the Moratorium, many others showed tolerance and sympathy for the protest.

What was the *demand* of the Moratorium? Was the war merely an error in U.S. policy? If so, why couldn't the U.S. withdraw? What was the point of the protests? How could the protest grow?

No analysis of the war was presented by the Moratorium organizers. Those people who attended the Moratorium in New Haven demanded much more of the U.S. government than Lee, Brewster and Udall---who promised nothing more than Nixon did. How can the president of the Scovill Company, which makes millions from anti-personnel bombs used in Vietnam, sincerely speak for an end to the war?

The Moratorium refused to allow anyone further left than Reform Democrats speak. These kinds of decisions were made by a few leaders in New Haven. When these few red-baited the November 15 Mobilization, the Moratorium workers took over.

The Moratorium Committee believed that they could oppose the war without

opposing the system that made the war. The Moratorium tried to isolate those people and groups who criticized the system by calling them "too radical." In the short run, this red-baiting might have increased the number of people on the green. In the long run , it is dangerous. As in the time of Joe McCarthy, who will be called "red" next? It allows Nixon and Agnew to attack and destroy the "left" (through hearings, trials, FBI harassment). With this reasoning the government could destroy all forms of dissent, stifling Moratorium type protest as well.

Overcautious Mobilization

Unfortunately governmental attacks began affecting the Mobilization. The Mobe became very concerned about a coalition with the October 15 Moratorium, and compromised on the November 15 March. The list of well-known speakers was heavily weighted toward the liberal positions of Goodell and McGovern. By not having a Black Panther speak (rumored to have been a compromise to get Moratorium support) the Mobe was publicly accepting the present repression of the Panthers. The original non-exclusionary policy of the Mobe was not reflected in the rally.

The Mobe position on the Justice Department demonstration also played into the government's hands. It was important that the Mobe emphasize and reemphasize the nonviolence and legality of the afternoon march and rally. The Mobe also disclaimed any relationship to activities after 5 p.m. The strength of the disclaimer implied support for the police activities after 5, when the riot police emerged.

The purpose of the Justice Department Demonstration was always unclear. Since, from the beginning, it promised to include violence, the leaders of that demostration should have explained their position more carefully. However, the Mobe's disclaimer encouraged the government to gas 10,000 people and to pick off the most "radical" elements in its drive to divide the peace movement.

A similar caution was shown by the Mobilization Marshalls. It was very important and exciting that 8,000 people were trained to act as legal, medical and informational marshalls to keep the day going smoothly. However, the marshalls tried to limit the crowd's chants to "Peace Now." Raised fists outside the FBI building were discouraged; chants supporting the NLF were hushed. The marshalls tried to prevent people from marching down Pennsylvania Avenue after 12:30 and the crowd was urged to go down the mall to the rally, instead of marching in solidarity.

The Mobilization which began as a non-exclusionary coalitionwith a demand for "immediate withdrawal" and "nonrecognition of the Saigon government" compromised too much.

If the Mobe had really followed its non-exclusionary policy, no anti-war positions would have been excluded from the platform and no chants would have been hushed.

The Real Majority

The march on Washington gave a tremendous feeling of power and purpose to the peace movement. The future of the antiwar movement depends on continual activity on college campuses, in high schools and in the community. We must relate the war to American policy at home and abroad, so that a broad base can grow. In Washington , the people had power and were the majority. That message and experience should not be forgotten now that we are home.

THE FALL OFFENSIVE CONTINUES.....

There will be local activity Dec. 13—15, and into the winter months Details next issue. For more information now, call AIM 787-0123.

Courts Uptight As Panther Trial Nears

by Joan Vermeulen

The Chicago Conspiracy trial has definitely been bad press for the American judicial system, so they are taking steps to insure that it doesn't happen again. With Bobby Seale and 14 other Panthers coming up for trial on a murder charge, Judge Aaron J. Palmer has acted to severely restrict contact between the Panthers and their supporters, and the public at large.

On October 23 when the New Haven 14 appeared in court for the first time since the initial arrests on May 22, their hearing, which was scheduled to start at 10 a.m., was postponed until 3:30 p.m. in a blatant effort to keep community people from attending these proceedings. In addition, the presence of a large number of local police not only reduced the number of people who could get into the courtroom, but served to intimidate many others. The more the people who are concerned are excluded, the less likely it is that justice can be done.

Still another method to discourage public attendance at the hearings and the subsequent trial that has been introduced by Judge Palmer is the searching of all persons entering the courtroom. The court has been turned into a fortress, with the public forced to undergo humiliations to insure that the justice which is carried out in its name is fair and impartial.

Yet another limitation is the ruling that no demonstrations can take place within 500 feet of the courthouse when court is in session. The authorities are clearly doing everything they can to keep the Panthers from the people.

Why are all these efforts being made to keep the people in the dark? A look at one of Judge Palmer's recent actions may provide an answer. On November 26 he ordered one of the 14, a 15-year old girl, be held in jail for refusing to testify in a bail hearing for five of the Panthers, using as his excuse a Connecticut law of questionable constitutionality compelling a witness to testify, if the testimony is necessary for the public interest. The girl, whose name has been withheld because of her age, refused to answer questions put to her by the Assistant State's Attorney David Saltzman even though the judge had ordered her to answer. She refused on the grounds that these violated the first, fifth, eigth and fourteenth amendments of the Constitution. Denying her the right to a jury trial for her refusal Palmer said, she "holds the key to her prison cell".

The more the press becomes aware of the prejudicial nature of justice in this country, the more those who carry out that justice will try and keep that knowledge from the people. If the New Haven Panthers are kept from getting an open trial, America will be that much closer to open fascism.

"If you want peace, you got to fight for it"

In San Francisco, on November 15, the Black Panther Party was represented at the anti-war demonstration. Here are some excerpts from the speech David Hilliard, Chief of Staff, delivered.

The Black Panther Party takes the position that we want all Black men exempt from military service and that we believe that Black people should not be forced to fight in a military to defend a racist government that does not protect us. We will not fight and kill other people of color in the world, who, like Black people, are victims of U.S. imperialism on an international level, and fascism domestically. So, recognizing this, recognizing fascism, recognizing the occupation of all pigs in the Black community, then it becomes evident that there is a war at home, there's a war of genocide being waged against Black people right here is America.

So then, we would like to ask the American people, do they want peace in Vietnam. Well, do you? (audience): 'Yes.' Do you want peace in the Black communities? (audience): 'Yes.' Well you goddam sure can't get it with no guitars, you sure can't get it demonstrating. The only way that you're going to get peace in Vietnam is to withdraw the oppressive forces from the Black communities right here in Babylon. So, we have a suggestion to make, we have a proposal, we have a message for that. We have a petition that we're circulating on a national level to control the pigs in the Black community; and we know that those pigs are not going to move of their own volition. We know that those pigs are not going to stop murdering Black people in the Black community. We also recognize that White people are oppressed in the White community so that our petition is applicable in their community.

But we have to make some very clear distinctions in terms of minor danger and major danger. We say that the major danger is right here in America because the Black community is occupied territory and the pigs of the power structure are killing Black people with the same compunction with the same outrage and hatred that they killed the courageous people of Vietnam. So that we're not going to let you get around that. We're not going to let you talk about waging a struggle in support of people 10,000 miles from here, when you have problems right here in fascist America. We recognize that a whole lot of people get uptight and they think that the Black Panther Party is making up shit, that they are distorting history when we say that this country is fascist. But I think just a little reexamination of your history will show to you that the American people, that the history of this country promulgates and it sets a precedence for any fascism that has ever taken place on the stage of world history.

Adolph Hitler was a fascist. The man was an animal. The man was a monster. He was a jingoist, a war—mongerer. But Adolph Hitler did not create fascism. Hitler did not create the Black Legion. Black people were enslaved and killed in the millions before Hitler even came on the scene. The Red man was exterminated in this country and Hitler can't take responsibility for that. So that this country has a blood-stained history. This country is a country that was built on war, it was built on the ruins, it was built on the blood and sweat, of its Black people. So that the history of the Black Panther Party and the ideology of the Black Panther Party is nothing more than the experiences of Black people in this country translated by way of Marxism—Leninism. Because we recognize that Marxism—Leninism is not a philosophy for Russians, it is not a philosophy for Chinese, but it's a philosophy for any people that's moving against the oppressive power structure such as the capitalistic fascist system of the American society. And we have adopted that. And we're putting it into practice because it is proven beyond a doubt that it's truly in the service of the proletariat.

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BLACK PANTHERS IN NEW HAVEN
MORE ON STATE STREET

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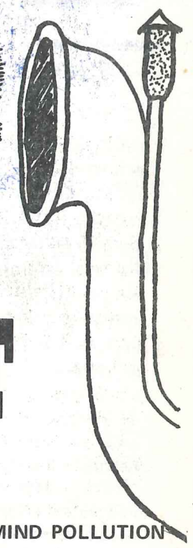

THE WORST PICTURE WINS

AIR POLLUTION, WATER POLLUTION, LEAD POISONING, MIND POLLUTION

1. Entries must be in by January 31, 1970
2. Any number of photographs may be submitted, but each should be titled.
3. The winning photograph or photographs will be used by the periscope to fight pollution. (One idea we have is to get together a traveling pollution exhibit.)
4. The prize will be announced as soon as someone comes up with a good idea.

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